

Alaska's Teachers

AWIB

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University of Alaska

Key Points

- ♦ The Teaching Workforce
- ♦ Challenges in Recruiting Teachers
- ♦ Opportunities for Collaboration

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are needed to see this picture.

The Alaska Teacher

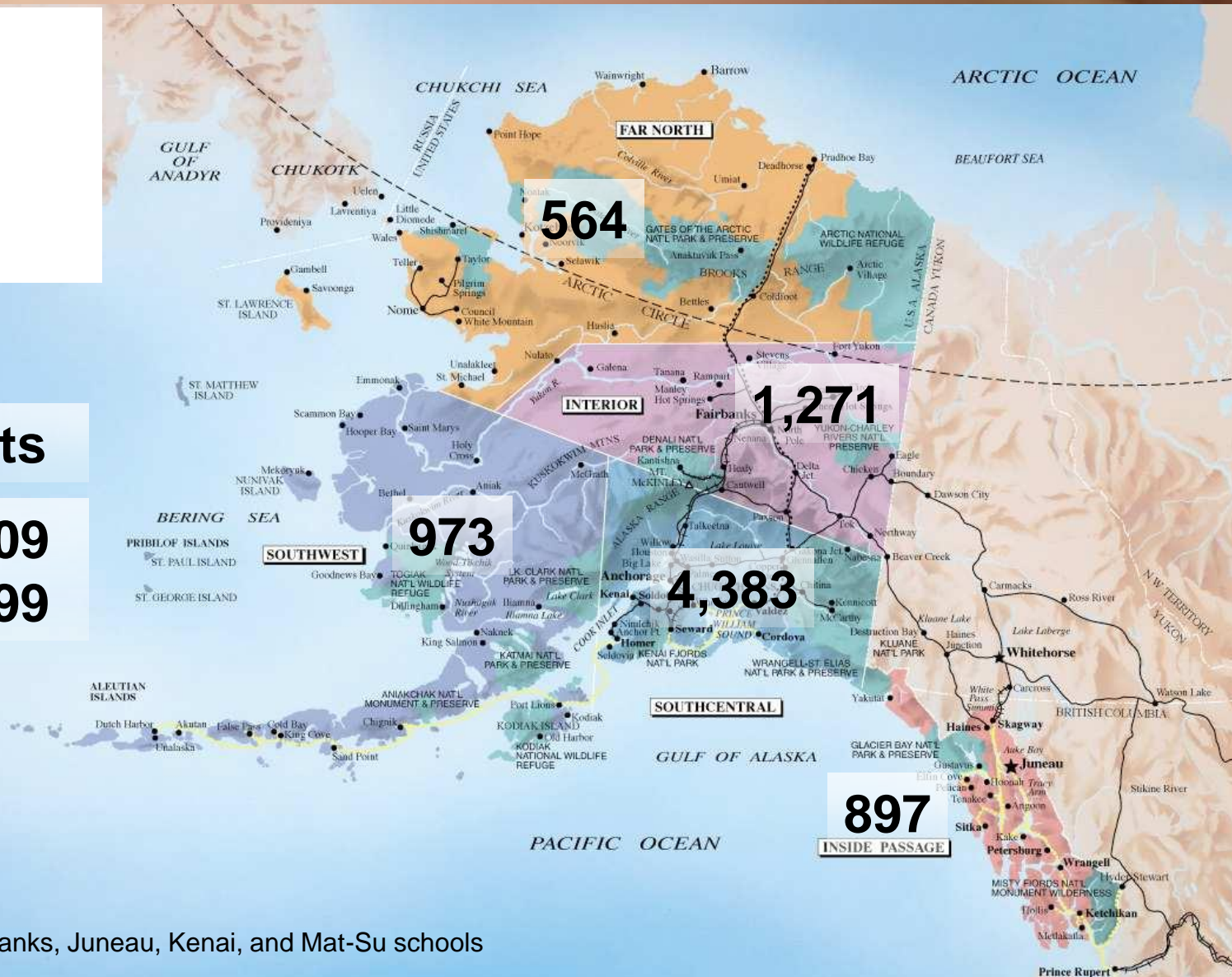
- ♦ **8,050** total teachers statewide
- ♦ Alaska hires **1,100** teacher annually
- ♦ First year teacher earn about **\$42K**
- ♦ Alaska imports **80%** of workforce

Distribution of Teachers

QuickTime™ and a
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53 Districts

Urban 5,509
Rural 2,599



Alaska Workforce Trends

- ♦ **40%** of teachers have 0-5 years of experience
- ♦ **60%** of teachers are 40 or older
- ♦ **65%** of teachers can retire as of 2008
- ♦ **10%** of teachers exit the system annually

Total Teacher Turnover State 14%
10% in Urban
20% in Rural

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National Trends

- ♦ 46% of teachers leave after 5 years



Why teachers leave?

- 1. Too little prep time*
- 2. Too heavy teaching load*
- 3. Poor salary or benefits*

Recruiting Challenges

- ♦ L48 salaries are competitive now
- ♦ The cost of living in Alaska is higher
- ♦ Poor living conditions and isolation
- ♦ Competition with other industries
- ♦ Policies and regulations, unnecessary barriers

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L48 Salaries

OPENINGS:

- Math / Science
- Special Ed
- Generalists
- Elem ESL
- Exp. Admin
- Special Ed Director
- Elementary

Start
At
\$42,918!

HOUSTON, TX
Cypress -
Fairbanks ISD
900+ vacancies in
all areas
\$37,000
(2008-09 Salary)

Low Cost of Living

Timing 2008 pay
All certificated areas

Starting Salary
Bachelor's \$38,000
Master's \$41,300

Mentoring Program
10/10 benefits

700 openings

Interviewing

EL-ED	READING
MATH	ENGLISH
SCIENCE	SPECIAL ED
SPECIAL	MIDDLE SCHOOL
ASK US!	

STARTING PAY

★ \$38,500 - \$42,500

STARTING PAY

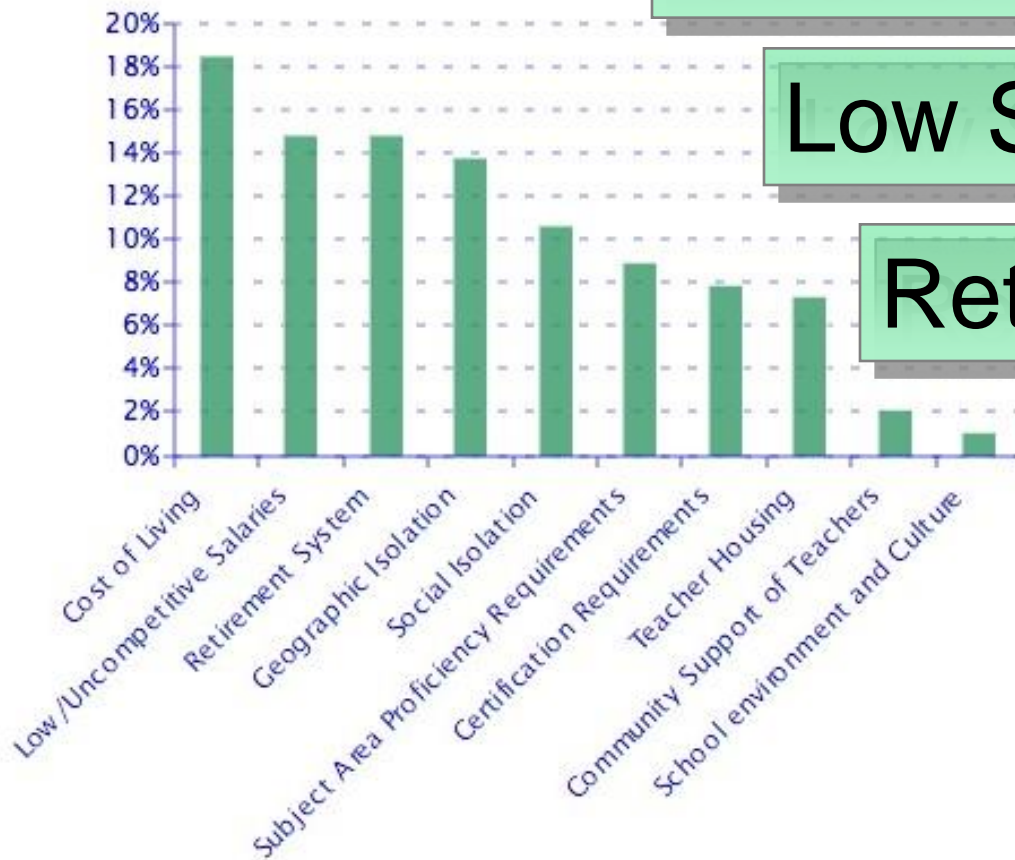
★ \$38,500 - \$42,500

Top Three Recruiting Challenges

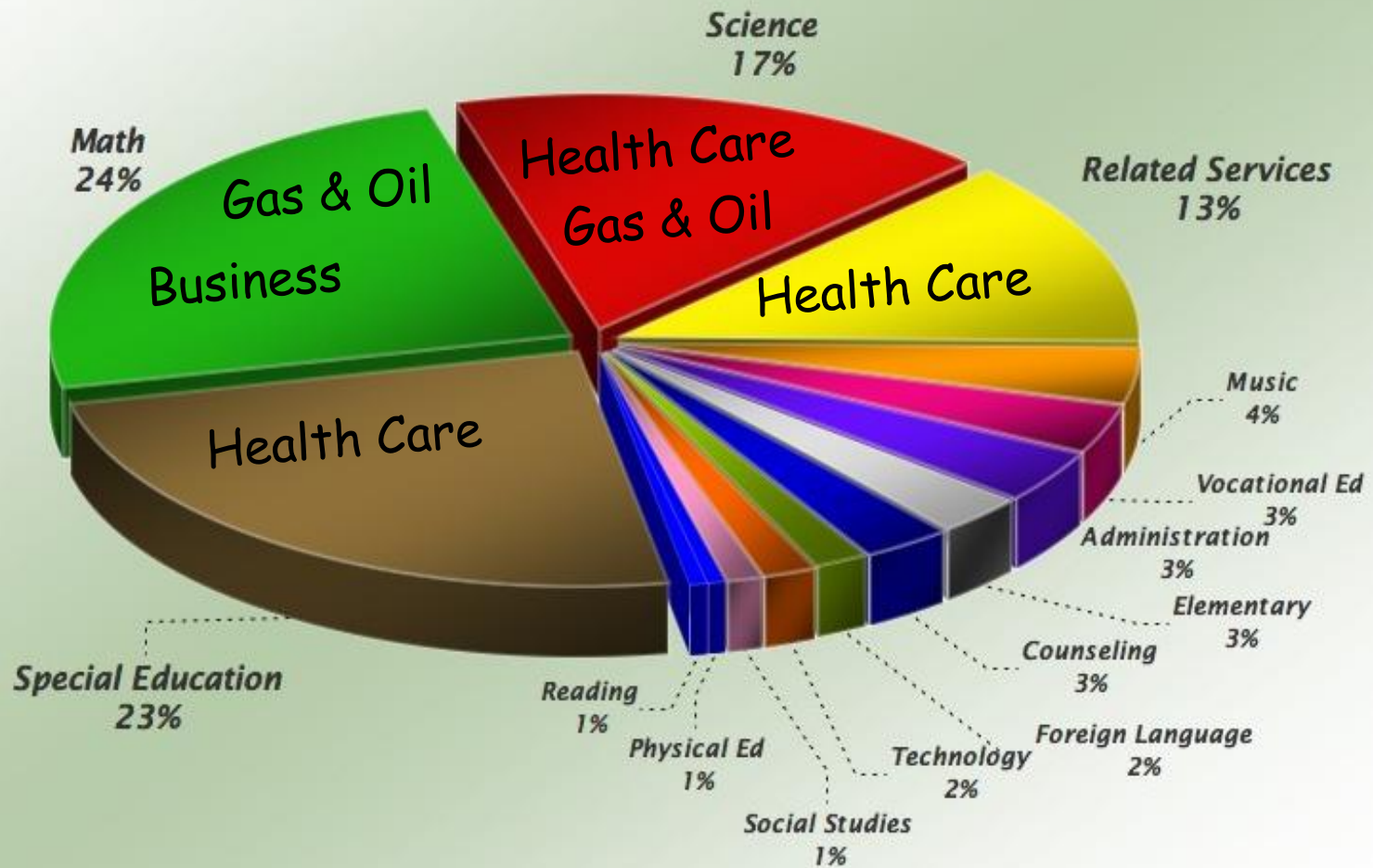
Cost of Living

Low Salaries

Retirement System



Competition with Industry

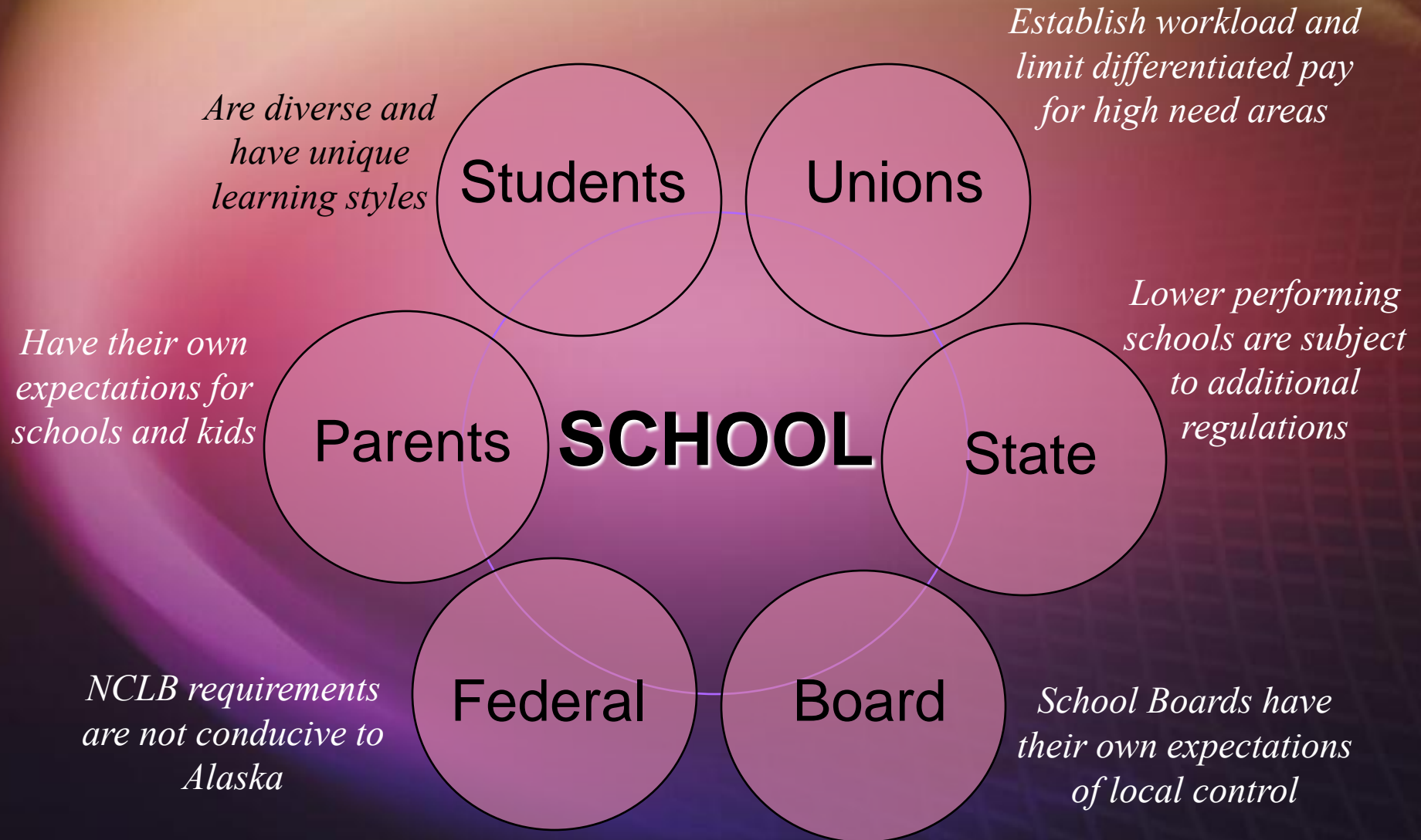


State Requirements

- ✓ Complete AK Application Professional Teaching
- ✓ Complete CEU Upper Level Course work
- ✓ Complete Multi-Cross Cultural Course work
- ✓ Complete Alaska Native Studies Course work
- ✓ Send in (2) videotapes for performance review
- ✓ Take Test Praxis II or HOUSSE Verification
- ✓ Get Fingerprints & Background-check
- ✓ Complete AK Application Initial Teaching
- ✓ Take Test Praxis I - Equivalent
- ✓ Order and Send Transcripts

\$ 3,346.00

The Network



Connecting AWIB to Education

